

- Describe the current state of your group. (Include all that apply)
 - What is **function**/purpose/mission (required)
 - How decisions are made
 - How members join
 - Membership criteria
 - Closed vs open
 - Meeting/event/function structure
 - How is programming created
 - How is programming delivered
- Does this group have a relationship to the UU principles including the 8th principle to dismantle racism and other oppressions
- **Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?**
- **Where do you see yourself on the chart?**
 - Chart = [Shared Tracking ARAOMC Draft](#)
- What changes do you think this group should make to better include the 8th principle into the groups framework
 - Instituting more process observation - objective evaluation guidelines
 - Multigenerationalism is ALSO Multiculturalism
 - [Widening the Circle Communities](#)

Example:

Women's Book Group

Current State:

First U NJ Women meet monthly and discuss a pre-selected book. The group is composed of people who identify as female who are friends and members of First U. Each member has the opportunity to choose a book for discussion. The person who has selected the book for that month will begin the discussion. Then each member gets a chance to share their views on the book.

A variety of books are read with an emphasis (but not exclusively) on women authors. The meetings are advertised on the First U NJ email blasts and during announcements at worship services. New members from outside the First U NJ community are also invited informally by word of mouth.

The authors of the books include BIPOC. Both fiction and non-fiction books are included. Book topics include multicultural, indigenous, racial and immigration issues.

This has occurred without intentionally connecting to the 8th principle but is due to the interests of the members.

Communities - Widening the Circle

<https://www.uua.org/uuagovernance/committees/cic/widening/congregations-communities>

From Widening the Circle regarding Communities - Questions for Multiculturalism Audit

- On a scale of 1 to 10, how important to the work of your committee is working to help MDUUC become exuberantly multicultural? (Where 1 is least important and 10 is most.)
- What policies and practices promote multiculturalism and eliminate racial bias within your group? (For Board and bylaws as well.)
- How are your members chosen? How are your members equipped to learn to respect and honor racial and cultural diversity?
- How are the voices of those historically marginalized not represented in discussions and decisions?
- How do leaders within your group show that they value diversity on an ongoing basis?
- How is anti-bias education built into your group's yearly cycle?
- What stories or anecdotes illustrate how your group engages in practices that counter these practices of white-normed culture: perfectionism, defensiveness, valuing quantity over quality, worship of the written word, conflict avoidance, paternalism, either/ or thinking, power hoarding, paternalism, false sense of urgency, assuming a right to comfort, and individualism. [20]

AGENDA FOR TALK-BACK

What did you take away from the 8th Principle Workshop?

Do we understand how adopting the 8th Principle